# WRRX(FM), WXBM-FM, WJTQ(FM), WMEZ(FM), WCOA(AM)
# EEO PUBLIC FILE REPORT
## October 1, 2025 – September 30, 2026[1]

# I. VACANCY LIST

**See Section II, the** "Master Recruitment Source List" ("MRSL") **for recruitment source data**

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---|---|---|
| Senior Account Executive | 1 – 11 | 4 |

[1] This report was revised in October 2026 to address reporting issues.

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|---|
| 1. | **Cumulus Careers Website**<br>www.cumulusmedia.jobs.net/en-US/ | N | 3 |
| 2. | **Indeed Website** *(not directly contacted by SEU)*<br>www.indeed.com | N | 0 |
| 3. | **Glassdoor Website** *(not directly contacted by SEU)*<br>www.glassdoor.com/index.htm | N | 0 |
| 4. | **LinkedIn Website** *(not directly contacted by SEU)*<br>www.linkedin.com/jobs/ | N | 1 |
| 5. | **Abilities in Jobs**<br>www.abilitiesinjobs.com | N | 0 |
| 6. | **Disabled Person**<br>www.disAbledperson.com | N | 0 |
| 7. | **Job Opportunities for Disabled Veterans**<br>www.JOFDAV.com | N | 0 |
| 8. | **Veteran Job Center**<br>www.veteranjobcenter.com | N | 0 |
| 9. | **Disabled Job Seekers**<br>www.disabledjobseekers.com | N | 0 |
| 10. | **Diversity in Jobs**<br>www.diversityinjobs.com | N | 0 |
| 11. | **US Diversity Job Search**<br>www.usdiversityjobsearch.com | N | 0 |
| 12. | **Employee Referral** | N | 0 |
| 13. | **Internal Transfer/Promotion** | N | 0 |
| | | | 4 |

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## III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|---|
| **1** | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | During the months of November and December of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, Where Every Voice Matters: Inclusivity Series – Volume Two, which was presented in three (3) segments: The Powerful Force of Empathy; Listening to Understand; and the Benefits of Small Kindness: Using Micro-Affirmations. These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. They introduced micro-affirmations—small, consistent acts of kindness—as a practical way to build inclusive communities. Participants learned how to listen more effectively and incorporate these tools into daily routines for personal and professional growth. |
| **2** | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | During the months of May and June of 2026, this SEU participated in additional training. Certain hiring managers as well as certain staff members completed the Health & Safety Institute (HSI) on-line course, *Importance of Trust and Integrity.* These segments explored the core components of trust—integrity, follow-through, consistency, loyalty, and openness—and highlighted why integrity sits at the heart of effective organizations. They also explained how trust drives better everyday decisions, stronger collaboration, and healthier, more productive teams. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|---|
| **3** | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment | During the months of May and June of 2026, our SEU participated in harassment prevention training. Certain **h**iring managers as well as certain staff members completed a series of sessions prepared by the Health & Safety Institute (HSI) entitled, *Harassment Prevention and the Respectful Workplace*. These sessions helped employees at all levels understand workplace harassment and explained how to build a stronger, more respectful, work environment through concise overviews and reflection opportunities that deepen knowledge and awareness. By empowering employees to recognize, prevent, and address harassment, the course supported the creation of a workplace that is not only harassment-free, but also collaborative, supportive, and engaging. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session. |
| **4** | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On August 13, 2026, our SEU's VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained. |